

Northern California Tile Industry Trust Funds

Health & Welfare • Vacation & Holiday • Defined Benefit Pension • Defined Contribution Pension



Summary Plan Information for the Plan Year Beginning January 1, 2024
for
Employers and Employee Representatives
of the
Northern California Tile Industry Defined Benefit Plan
November 14, 2025

The following notice is intended to provide a summary of plan information to employers and employee representatives of the Northern California Tile Industry Defined Benefit Plan. The information given is required to be furnished by law under ERISA Section 104(d). This notice relates to the 2024 Plan Year, which began January 1, 2024 and ended December 31, 2024.

(1) Description of the Plan's contribution schedules, benefit formulas, and any modifications made during the Plan Year:

- a. Contributions for the Plan are made monthly pursuant to the terms of the current Collective Bargaining Agreements.
- b. Benefits earned prior to 1992 are determined under prior plans. From 1/1/1992 to 12/31/2002, benefits accrue at \$40 per month per benefit credit. From 1/1/2003 to 12/31/2016, benefits accrue at \$43 per month per benefit credit. From 1/1/2017 to 12/31/2017, benefits accrue at \$57 per month per benefit credit¹. For 1/1/2018 and beyond, the \$43 base accrual rate for each year will be subject to increase based on the certified Market Value of Assets Funded Percentage (MVA FP) for that plan year, which is determined using the Market Value of Assets as of the last day of each prior plan year and the liabilities as of the first day of each plan year. The monthly benefit as determined annually for each plan year will accrue for that plan year in accordance with the following chart:

MVA FP less than or equal to 105%	\$43
MVA FP greater than 105% but less than or equal to 115%	\$57
MVA FP greater than 115% but less than 130%	\$71
MVA FP greater than or equal to 130%	\$85

Based on the MVA FP as of the beginning of each Plan Year, benefits accrued at \$85 per month per benefit credit earned in 2018, \$71 per benefit credit earned in 2019 and \$85 per month per benefit credit earned in 2020 through 2024.

- c. Modifications made to contribution schedules or benefit formulas during the Plan Year: Hourly contribution rates increased by \$0.25 effective April 1, 2024.
- (2) Total number of employers obligated to contribute in the 2024 Plan Year: 40.

¹ Please refer to Appendix A for a list of past benefit increases provided by the Plan.

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(Continued)

- (3) Employers who contributed more than 5% of the Plan's total contributions for the 2024 Plan Year (measured in dollars):
 - a. California Tile Installers
 - b. Della Maggiore Tile
 - c. Deanza Tile
 - d. D&J Tile
 - e. Rinaldi Tile
 - f. National Ceramic Tile & Stone Corp.
- (4) Number of participants on whose behalf no employer contributions were made for the following periods:
 - a. 2024 Plan Year: 0
 - b. 2023 Plan Year: 0
 - c. 2022 Plan Year: 0
- (5) Plan's 2024 funding status:
 - a. The Plan was not in endangered, critical or critical and declining status for the Plan Year.
- (6) Withdrawing employers during the preceding Plan Year (2023):
 - a. Number of employers that withdrew: 0
 - b. Aggregate amount of withdrawal liability assessed or estimated to be assessed for the withdrawn employers: N/A
- (7) Transfers or mergers of assets and liabilities during the 2024 Plan Year: None.

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(Continued)

- (8) Amortization extensions or funding shortfall methods:
- a. Description of any amortization extensions sought or received during the Plan Year, if applicable: N/A
 - b. Description as to whether the Plan used the shortfall funding method for the Plan Year, if applicable: N/A

Upon written request to the Administration Office, any contributing employer or union is entitled to receive a copy of the Plan's Form 5500 filing, summary plan description, and/or summary of any material modification of the Plan. To do so, you may contact the Fund Office by phone at (925) 208-9995 or by mail at BeneSys Administrators, 7180 Koll Center Parkway, Suite 200, Pleasanton, California 94566. In no case shall a recipient be entitled to receive more than one copy of any such document during any one 12-month period. The Administration Office may make a reasonable charge to cover copying, mailing, and other costs of furnishing copies of this information.

Appendix A – Past Benefit Increases

Active Increases:

<i>Effective Date</i>	<i>Applies to All Benefit Credits Earned Before</i>	<i>Qualifying Employees</i>	<i>Amount of Increase</i>
1/1/1993	1/1/1993	Earned 0.1 Year of Credited Service in 1992	20%
8/1/1996	1/1/1995	Earned 0.1 Year of Credited Service in 1994 and not retired on 12/31/1994	5%
1/1/1996	1/1/1996	Earned 0.1 Year of Credited Service in 1995 and not retired on 12/31/1995	10%
1/1/1997	1/1/1997	Earned 0.1 Year of Credited Service in 1996 and not retired on 12/31/1996	20%
12/31/1997	12/31/1997	Earned 0.1 Year of Credited Service in 1997 and not retired on 12/31/1997	10%
12/31/1998	12/31/1998	Earned 0.1 Year of Credited Service in 1998 and not retired on 12/31/1998	10%
1/1/2000	1/1/2000	Earned 0.1 Year of Credited Service in 1999	4%
12/31/2000	12/31/2000	Earned 0.1 Year of Credited Service in 2000 and not retired on 12/31/2000	5.5%
1/1/2008	1/1/2008	Earned 0.1 Year of Credited Service in 2007 and not retired on 12/31/2007	2.5%

Retiree Increases:

<i>Effective Date</i>	<i>Qualifying Retired Employees</i>	<i>Amount of Increase</i>
1/1/1993	Employees retired before 1/1/1993 who did not earn 0.1 Year of Credited Service in 1992	Greater of \$50 or 10%
1/1/1996	Employees retired before 1/1/1996	5%
1/1/1997	Employees retired before 1/1/1997	10%
12/31/1997	Employees retired before 12/31/1997	5%
12/31/1998	Employees retired before 12/31/1998	5%
1/1/2008	Employees retired before 1/1/2008	2.5%